

434

## STATE OF NEW MEXICO

County of Grant

I hereby certify that this instrument

was filed for record on the 10day of Sept. A.D., 1984at 5:50 o'clock P. M. and duly

recorded in book \_\_\_\_\_ of the records

of County Ordinancesat page 454-500

Witness my hand and seal of office

Isabel Quinones

County Clerk, Grant Co., N.M.

Mary Ann Trujillo Deputy

ORDINANCE #84-09-04

An ordinance establishing the policies which shall govern employee-management relations between and among the county, its employees, and labor organizations representing or seeking to represent such employees.

WHEREAS, it is in the best interests of the County to provide a system which shall allow County employees to organize and bargain collectively with the County government and,

WHEREAS, regulations concerning rates of pay, hours of work and conditions of employment and incidental matters thereto should be established,

NOW, THEREFORE, IT IS HEREBY ORDAINED by the Board of Grant County Commissioners:

There is hereby created the COUNTY of GRANT EMPLOYEE RELATIONS ORDINANCE. This system will be defined by comprehensive regulations established by the County of Grant which are attached. This ordinance and regulations shall govern the conduct of all the employees of the County of Grant.

INTRODUCED, PASSED and ADOPTED by the BOARD of COUNTY COMMISSIONERS of GRANT COUNTY, NEW MEXICO, on this the 5th day of SEPTEMBER, 1984, on a vote of 2 yeas and 0 nays.

IT IS SO ORDERED.

Manuel T. Serna  
Manuel T. Serna, Chairman  
Grant County Commissioners

Isabel Quinones  
Isabel Quinones  
Clerk and Recorder  
By Mary Ann Trujillo  
Deputy Clerk

RELATING TO COUNTY EMPLOYEES: AND PROVIDING RIGHTS, RESPONSIBILITIES AND PROCEDURES IN THE EMPLOYMENT RELATIONSHIP BETWEEN COUNTY EMPLOYEES AND THE COUNTY OF GRANT.

BE IT ORDAINED BY THE COUNTY COMMISSION, THE GOVERNING BODY OF THE COUNTY OF GRANT, NEW MEXICO, THAT THE FOLLOWING POLICIES SHALL GOVERN EMPLOYEE-MANAGEMENT RELATIONS BETWEEN AND AMONG THE COUNTY, ITS EMPLOYEES, AND LABOR ORGANIZATIONS REPRESENTING OR SEEKING TO REPRESENT SUCH EMPLOYEES:

Section 1. SHORT TITLE. This Ordinance may be cited as the "County of Grant Employee Relations ORDINANCE."

Section 2. PURPOSE OF THIS ORDINANCE. The County Commission of the County of Grant declares that it is the public policy of the County, and the purpose of this ordinance: To allow County employees to organize and bargain collectively with the County government.

Section 3. SCOPE.

- A. The provisions of this Ordinance and any collective bargaining agreement entered into pursuant to this Ordinance shall govern relations between the County and all employees in a bargaining unit which is represented by a certified employee organization.

Section 4. DEFINITIONS. As used in the County of Grant Employee Relations Ordinance:

- A. "Bargaining Unit" means any grouping of the County employees which has been determined to be an appropriate bargaining unit pursuant to the provisions of Section 9 of this Ordinance.
- B. "Board" means the County Labor Relations Board.
- C. "Board of Arbitration" means the board appointed to select the most reasonable "final offer" with respect to the interests of all parties, from among those submitted for consideration by the County and the exclusive bargaining representative.

## Employee Relations Ordinance - Cont'd

- D. "Employee" means any permanent, non-probationary employee of the County of Grant except officials elected by popular vote or appointed to fill vacancies in elective offices, and non-classified deputies of such officials; member of board, commissions and heads of agencies appointed by boards and commissions; supervisors, professional employees, temporary or seasonal employees; employees paid wholly and directly from funds of the United States Government; and individuals privy to confidential matters of the public employer affecting the employer-employee relationship.
- E. "County Government" means the government of the County of Grant, acting through and for its agencies, departments, divisions and branches and bureaus.
- F. "Collective Bargaining" means officially designated representatives of the County government and employee organization meeting, conferring, consulting, and negotiating with one another in a good-faith effort to reach agreement with respect to wages, hours and terms and conditions of employment.
- G. "Employee Organization" means any parent organization, labor union, or local whose primary purpose is to represent County employees in collective bargaining, but it does not include any organization;
- (1) which advocates the overthrow of the constitutional form of government in the United States by other than lawful means;
  - (2) which discriminated with regard to the terms or conditions of membership because of race, color, sex, creed, age, national origin, or political affiliation; or
  - (3) which has a primary purpose other than representing employees in collective bargaining with their employer, or other than as an association or organization formed for the advancement of, or in behalf of, a specific profession or vocation.
- H. "Professional Employee" means any County employee engaged in work
- (1) which is predominately intellectual and varied in character as opposed to routine mental, manual, mechanical or physical work;
  - (2) which involves the consistent exercise of discretion and judgment in its performance;

- (3) which is of such a character that the output produced or the result accomplished cannot be standardized in relation to a given time period; or
- (4) which requires knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning, as distinguished from an apprenticeship or from training in the performance of routine mental, manual or physical processes.

- I. "Supervisor" means any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgement.
- J. "Personnel Ordinance" and "Personnel Rules and Regulations" means Grant County Personnel Policy and Affirmative Action Plan and the Grant County Sheriff's Office Merit System as passed, adopted, signed and approved by the County Commission, and any subsequent personnel ordinance or amendment passed, adopted, signed and approved by resolution of the County Commission, changes in Rules and Regulations approved by the Personnel Board and supplementary Rules and Regulations issued by the County Manager.
- K. "Strike means the willful failure to report for work. The willful absence from one's position, the failure to fully, faithfully and properly perform the duties of employment, work stoppage, work slowdown, or any action which is intended to or does disrupt the effective and orderly operation and function of the County government for the purpose of bringing about change in the terms and conditions of employment.

Section 5. R.GHT TO ORGANIZE AND BARGAIN COLLECTIVELY.

- A. County employees as defined in Section 4-D, have the right to form, join, and assist in the activities of employee organizations of their own choosing for the purpose of bargaining collectively with the County government, and for other lawful reasons. County employees also have the right to refrain from forming, joining, or assisting in the activities of employee organizations even if the organization is certified as the "Exclusive Bargaining Representative."

- B. The rights described in Section 5-A do not extend to participation in or the management of a labor organization, or acting as a representative of any such organization where such participation, management, or activity would be incompatible with the official County duties of an employee.
- C. An employee organization, its representative or other individual, or employee, shall be allowed to solicit membership for an employee organization or labor union only during the non-duty hours of the employees concerned, in areas other than the employees' work stations. Solicitation includes electioneering of any kind.
- D. Nothing contained in this Ordinance shall be constructed to limit, impair or affect the rights of any individual County employee to the expression or communication of a view, grievance, complaint, or opinion on any related matter to the conditions or compensation of County employment of their betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of his employment. Any settlement of a grievance shall not be in conflict with the current union contract of his bargaining unit.

Section 6. MANAGEMENT RIGHTS.

- A. Subject to existing law, the County through the County Commission and its Administrative Officers shall have the following rights:
- (1) To determine the mission of the County government and its various departments, to set standards to exercise control and discretion over the County organization and its operations.
  - (2) To direct the work of its employees; to hire, promote, evaluate, and assign employees; to demote, transfer, suspend, discharge or terminate employees for justifiable cause, or to relieve employees from duties because of lack of work or other legitimate reasons.
  - (3) To maintain the efficiency of the operations entrusted to County government and to determine the methods, means, and personnel by which such County operations are to be conducted.

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- (4) To take actions as may be necessary and/or advisable to carry out the mission of the County government in emergencies.
- (5) To carry out normal management functions.

Section 7. DETERMINATION OF REPRESENTATION.

A. No employee organization shall be allowed an election concerning its certification until it has filed a written request with the County Manager asserting that a majority of the members of a bargaining unit of the County desires to be represented by it for the purpose of collective bargaining and asking to be recognized as the exclusive bargaining representative. Such written request shall comply with the requirements of this section. The request shall include a demonstration of support of at least thirty percent (30%) of the employees in the bargaining unit by means of a verified list or signed and verified cards of those employees desiring representation. Such cards shall be dated within ninety (90) days of date of submission to the County Manager. Such verification will be performed by a neutral third party acceptable to the County and the employee organization. Notice of the request shall be posted, on the next working day following the filing of the request, by the County Personnel Department in a place conspicuous to the County employees in the bargaining unit. The request shall also include:

- (1) A certified copy of the proposed parent organization's constitution or by-laws;
- (2) a roster of the duly-elected officers of the proposed parent organization;
- (3) proof that the proposed parent organization has no conditions of membership or other policies which discriminate with regard to race, color, creed, sex, age, national origin or political affiliation;
- (4) a list of the names of employees or other persons authorized to speak for the parent organization, to be changed as appropriate.
- (5) a description of the grouping of jobs or positions which constitute the bargaining unit claimed to be appropriate.

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- B. Other employee organizations may file with the County Manager a written claim, within ten (10) days after the posting of the notice of the request as specified in Section 7-A of this Ordinance, showing a demonstration of support of at least ten percent (10%) of the employees in the bargaining unit by means of a verified list or signed and verified cards of those employees desiring representation. Notice of this claim shall also be posted, on the next working day following the filing of the claim, by the County Personnel Department in a place conspicuous to the County employees in the bargaining unit.
- C. The County Labor Relations Board, at the request of the County Manager, shall call and hold a representation election within forty-five (45) days from the date of the posting of the notice, to determine whether an employee organization shall be the exclusive bargaining representative for the unit. Such election shall not be held if:
- (1) there is currently in effect a lawful written agreement between the public employer and an exclusive bargaining representative for the bargaining unit involved; or
  - (2) within the preceding twelve (12) months there has been held a representation election or a decertification election for the bargaining unit; or
  - (3) in the opinion of the County Labor Relations Board the bargaining unit described in the request for representation is not an appropriate bargaining unit, or that such appropriateness has not yet been determined by the Board. If the Board subsequently determines that the requested bargaining unit is appropriate, the Board shall then call and hold a representation election.
- D. THE County Labor Relations Board may request the National Labor Relations Board to hold, or may call and hold themselves, all elections within the time limits established by this Ordinance and according to the following:
- (1) included on the ballot in a representation election shall be:
    - (a) any employee organization which has submitted evidence of support of at least thirty percent (30%) of the County employees in the bargaining unit, and a choice for no representation; or
    - (a) any employee organization which has submitted evidence of support of at least thirty percent (30%) of the County employees in the bargaining unit,

and a choice for no representation.

- (2) The choices on a ballot in a decertification election shall be the incumbent exclusive bargaining representative and no representation;
  - (3) voting shall be by secret ballot
  - (4) all employees in the bargaining unit involed shall have the right to vote;
  - (5) If the majority of the valid votes cast are in favor of exclusive representation by an employee organization for the purpose of collective bargaining as provided by this Ordinance, the Board shall certify that employee organization as an exclusive bargaining representative for that bargaining unit unless an election dispute invalidates the election. If the majority of the valid votes cast are for no representation, no employee organization shall be designated as the exclusive bargaining agent and another election will not be held for this unit for a minimum of twelve (12) months.
  - (6) In the event of an election involving more than one employee organization, wherein no choice on the ballot receives a majority of the valid votes cast, then, and in such event, a runoff election shall be held within thirty (30) days with a choice consisting of the two highest from amont the two employee organizations and the choice of no representation. The determination of representative status in such runoff election shall be governed by the provisions set forth in paragraph D (5).
- E. Election disputes shall be resolved by the County Labor Relations Board. Any aggrieved person may appeal the decision of the Board to the County Commission. The decision of the County Commission will be final.
- F. The exclusive bargaining representative shall represent all employees in the bargaining unit.
- G. Upon the request of the County Commission or of thirty percent (30%) of the employees in the bargaining unit, the Board shall call and hold a certification election within forty-five (45) days from the date of receipt of the request. No election shall be held, however, if within the preceding twelve (12) months the Board has held a representation election or a decertification election for the bargaining unit, or if the present collective bargaining unit has been in effect less than twelve (12) months.

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Also, a decertification election may be called and held on an annual basis upon request by the County Commission or thirty percent (30%) of the employees in the bargaining unit.

Section 8. DUTY TO BARGAIN. The County government and any employee organization recognized as the exclusive bargaining representative for a unit, through their designated agents, shall bargain concerning hours, salary, wages, working conditions, and other terms and conditions of employment not in violation of law. This duty includes an obligation of the parties to meet at reasonable times and to confer in good faith with respect to terms and conditions of employment.

Section 9. DETERMINATION OF BARGAINING UNITS. The appropriateness of the bargaining unit will be investigated by the County Labor Relation Board with their recommendations submitted to the County Commission for approval.

- A. In determining the appropriateness of a bargaining unit, the County Labor Relations Board and the County Commission shall consider:
- (1) whether the County employees have the same conditions of employment which apply uniquely to them;
  - (2) whether the County employees have a mutuality of interest;
  - (3) the effect of the proposed bargaining unit upon collective bargaining in the County including, but not limited to, over-fragmentation of employee representation, the availability and authority of County representatives to bargain effectively with the employee organization representing the unit; and
  - (4) The effect of the proposed bargaining unit upon the efficient operation of the County and the obligation of the County and its officers to serve the public interest.
- B. A bargaining unit shall not include those employees privy to confidential information, such as members of the Personnel Department, or persons privy to confidential information concerning employee relations.

Section 10. PROHIBITED PRACTICES.

- A. The County government is prohibited from:
- (1) interfering with, restraining or coercing County employees in the exercise of their rights under this ordinance;

- (2) interfering with the formation or administration of any employee organization, or interfering with the selection of an agent or representative for bargaining or adjustment of grievances;
  - (3) discrimination in regard to hiring or conditions of employment for the purpose of encouraging or discouraging membership in any employee organization;
  - (4) refusing to negotiate in good faith with a certified exclusive bargaining representative of an employee organization.
  - (5) discharging or discriminating against a County employee because he has filed charges or given testimony under the provisions of this Ordinance or a grievance concerning working conditions or benefits;
  - (6) communicating directly or indirectly with employees in the bargaining unit other than the designated bargaining representatives during the contract negotiations period regarding employment relation, except for discussion of matters relating to the performance of work;
  - (7) violating a written agreement in force which was negotiated under the provisions of this Ordinance; or
  - (8) discriminate against any person otherwise qualified, because of race, age, religion, color, national origin, ancestry, membership or non-membership of any organization, or sex.
- B. An employee organization, a group of County employees, or a County employee individually is prohibited from:
- (1) interfering with, restraining, or coercing employees in the exercise of their designated duties or their rights under this Ordinance, the Personnel Ordinance and State and Federal regulations;
  - (2) restraining, coercing or interfering with the public employer in the selection of its agent for bargaining or for adjustment of grievances;
  - (3) causing or attempting to cause a County supervisor to discriminate against a County employee because of membership or lack of membership in an employee organization
  - (4) refusing to negotiate and/or conduct business in good faith with the designated representative of the County government;

## Employee Relations Ordinance - Cont'd

- (5) communicating directly or indirectly with officials other than those designated to represent the County during the contract negotiations period regarding employment relations;
  - (6) violating the provisions of any written agreement in force, including the Personnel Ordinance and Federal or State regulations;
  - (7) interfering with, restraining or coercing any official, administrative officer or representative of the County government in the conduct of his private business or personal affairs.
- C. No person shall, within the limits of the County, engage in picketing before or about the residence or dwelling of an official of Grant County.
- D. No person shall engage in picketing before or about the business of any elected County official or any County official appointed to fill an elective office, for the purpose of influencing that official's actions in regard to employee relations matters.
- E. Any employee organization representing any Grant County employee is prohibited from contributing anything of value, including without limitation money or in-kind services to:
- (1) any candidate for public office of the County of Grant;
  - (2) any committee or organization of any kind the purpose of which is, in whole or in part, to support a candidate for public office of the County of Grant.
- F. Any allegation that a prohibited practice has been committed will be submitted to the County Labor Relations Board. Proceedings against the party alleged to have committed a prohibited practice shall be commenced by service upon the accused party and the County Labor Relations Board of a written notice together with a copy of the charges. The accused party shall have forty-eight (48) hours within which to serve a written answer to such charges. The County Labor Relations Board shall conduct a hearing within five (5) days, and at such hearing, the parties shall be permitted to be represented by counsel and to summon witnesses and submit evidence. Compliance with the technical rules of evidence shall not be required.

- G. The County Labor Relations Board shall state its findings of facts and shall determine if a prohibited practice has been committed according to this Ordinance and shall report its findings to the County Commission.

Section 11. PENALTIES AND SANCTIONS.

- A. The County Labor Relations Board shall request that the County Commission enter an order against the party guilty of the violation. The County Commission may petition the appropriate district court to enforce its decision on the issue. The County Commission is not bound to accept either the majority or minority report of the County Labor Relations Board, but shall exercise independent judgement based on the record and arguments presented before it.

Members of the organization selected as the exclusive bargaining representative, the County Commission may, in addition to any other action deemed by it to be in the public interest, direct that the collective bargaining agreement is null and void, order an automatic decertification, and inform the employee organization that it no longer represents employees in the bargaining unit involved. There will be no further collective bargaining for a minimum of twelve (12) months. Any new representation that may follow after such period must follow the procedure indicated herein for collective bargaining elections.

- B. In the case of a party committing a violation of Section 10 of this Ordinance, the appropriate district court may if requested by the Commission:
- (1) issue an order restraining and enjoining such violation;
  - (2) in the case of a strike as defined by this Ordinance, the district court may impose on the employee organization a fine which will be set in accordance with the damages and/or loss of revenue involved.

Section 12. COLLECTIVE BARGAINING PROCEDURE.

- A. The County Commission shall designate the members of the negotiating team for the County, and shall name the County Manager (or his designee) to serve as the one Spokesman for the County in any and all matters relating to the collective bargaining procedure.

- B. The exclusive bargaining representative shall designate the members of their negotiating team and shall name a Chairman to serve as the one spokesman for the exclusive bargaining representative in any and all matters relating to the collective bargaining procedure.
- C. The negotiating teams shall not exceed four (4) members each.
- D. All collective bargaining negotiations shall begin no later than one hundred twenty (120) days before the date established for the next County budget to be submitted to the County Commission for approval. Time limits set within the 120-day contract negotiations period may be waived by mutual agreement of the parties.
- E. All collective bargaining negotiations shall be held at times and places mutually agreed upon by the parties.
- (1) Negotiating sessions shall be open to the public unless mutually agreed otherwise.
- (2) Members of the employee organization negotiating team will be released from their normal duties without pay to participate in negotiations.
- F. All agreements shall be reduced to writing, signed by the parties and submitted to the membership of the certified employee organization and the County Commission. The cost of writing and reproducing copies of such agreements shall be shared according to the number of copies desired by each party.
- G. All contracts shall be effective as of the first day of a given fiscal year of the County, and shall expire on the last day of a given fiscal year of the County. Nothing herein contained shall limit or prohibit a collective bargaining agreement which provides for renegotiation of only certain parts thereof.
- H. A written agreement shall not be binding upon the parties until ratified by a majority of all the members of the County Commission and a majority of the union members in the bargaining unit voting on the question.

Section 13. IMPASSE PROCEDURES.

- A. At any time during the negotiations the parties may mutually agree that an impasse has been reached.



- B. If an impasse is declared by either side, the specific items that remain unsolved may be submitted to mediation.
- (1) The mediation service shall be requested from the Federal Mediation and Conciliation Service. If said agency is not available within 21 days for mediation, the parties agree to obtain the services of another agency.
  - (2) Both negotiating teams shall meet and discuss facts during reasonable times with the mediator.
  - (3) The mediator will have full access to all negotiating information.
  - (4) Both sides will refrain from press releases or public announcements concerning negotiations during the mediation process.
- C. Twenty-one (21) days following the commencement of mediation, in the event that the parties to any labor dispute are not able to reach an agreement after following the procedures outlined by the Federal Mediation and Conciliation Service, the parties shall agree that an impasse has been reached.
- (1) The County Commission shall direct the parties to proceed to arbitration at its next special or regular meeting. The parties agree that arbitration shall be conducted in accordance with the provisions of this ordinance or the rules and regulations of the American Arbitration Association and that the parties shall follow the procedures outlined by such rules and regulations in all respects. The costs of arbitration shall be borne equally by the County and the employee organization.
  - (2) At any time following the commencement of arbitration and the close of the 120-day contract negotiations period, the County Commission may require each party to submit a "final offer" and one alternative offer to the other party. All Offers shall be received by the County Clerk and preserved for a Board of Arbitration.
    - (a) The Board of Arbitration shall be composed of three members--one to be appointed by the County Manager, one to be appointed by the exclusive bargaining representative and one to be appointed by the first two members, such third appointee to serve as Chairman of the Board.

- (b) The Board shall be appointed within seven (7) days of the decision by the County Commission to proceed to "final offer" arbitration. If the third member of the Board has not been mutually agreed upon three (3) days prior to the close of the 7-day appointment period, a list of three members of the American Arbitration Board shall be requested of the American Arbitration Association by the two appointees. The County's appointee shall strike one name from the list, and the exclusive bargaining representative's appointee shall strike one name from the list. The remaining member shall become Chairman of the Board of Arbitration.
- (c) the Board is prohibited from communicating directly or indirectly with parties other than the direct parties to the dispute concerning recommendations for settlement of the dispute, except to obtain the information it deems appropriate to assist in its selection.
- (d) Offers shall be presented in the form of a proposed collective bargaining agreement or, if the parties mutually agree, a package proposal of specific impasse items. If only package proposals of specific impasse items are submitted, all items previously agreed upon shall be filed with the County Clerk. The Board of Arbitration may consider the items of agreement and items of impasse in selecting the single most reasonable offer.
- (e) Nothing herein contained shall prohibit the parties from continuing negotiations. If agreement has not been reached fifteen (15) days prior to the close of the 120-day contract negotiations period, the "final offers" shall be submitted to the Board of Arbitration. Negotiations may continue until an agreement is reached or a decision is rendered by the Board on or before the 120th day.
- (f) The Board shall not alter the offer it selects but shall select the most reasonable, in its judgment, of the offers submitted by the parties, taking into account only the following factors:



previous collective bargaining contracts between the parties including the bargaining that led to such contracts; comparison of wages, hours, and conditions of employment of the employees represented, with wages, hours and conditions of employment of other employees doing comparable work, with consideration given to the factors peculiar to the market area and the classifications involved;

comparison of wages, hours and conditions of employment as reflected in municipalities in general and in the same or similar municipalities reasonable proximate to Grant County; and

the interests and welfare of the public, the ability of the County to finance economic adjustments, and the effect of such adjustments on the normal standard of County services.

- (g) The offer selected by the Board, integrated with all previously agreed upon items received by the County Clerk, shall be deemed to represent the tentative agreement between the County and the exclusive bargaining representative.

Section 14. COUNTY LABOR RELATIONS BOARD. There shall be formed, to assist in the implementation and administration of this Ordinance, a County of Grant Labor Relations Board of three (3) members. Board members shall be selected for a period of two (2) years, provided that the terms of the original members of the Board shall be two (2) members for a term of two (2) years: one (1) member for a term of one (1) year. The terms of the original members shall be determined by lot. Members shall be selected as follows:

A. County employee organizations shall appoint one (1) person to the County Labor Relations Board. Authorizes representatives or such employee organizations will meet prior to the expiration of the term of their appointee and select the employee member of the County Labor Relations Board for the next two-year term. If there is no employee organization representing employees, the employees will elect a representative to act until an organization is certified, whereupon the organization then will act on the appointment.

- B. The County Manager shall appoint the second member of the County Labor Relations Board.
- C. The third member and chairman of the County Labor Relations Board shall be appointed by the other two members from the general public.
- D. In case the County Labor Relations Board must meet in accordance with this Ordinance during the absence of a



member of the Board, the chairman of the County Commission shall appoint an interim Board member from the public at large with due regard to the representative character of the Board.

Section 15. PENALTY. Any person found guilty of violating any provision of this Ordinance shall be punished by a fine of not more than \$300.00 or by imprisonment in jail not exceeding ninety (90) days or by both such fine and imprisonment. Every day any violation of this Ordinance shall continue shall constitute a separate offense.

Section 16. COUNTY COMMISSION AUTHORITY. The County Commission reserves the right to alter, amend, repeal or otherwise review and change this Ordinance at any regular or special County Commission meeting which said matter has been placed on the agenda.

Section 17. SEVERABILITY. If any section, subsection, sentence, clause, phrase or word of this Ordinance is for any reason held to be unconstitutional or invalid, the validity of the remaining portions of this Ordinance shall not be affected, since it is the express intention of the governing body of the County of Grant to enact each section, subsection, sentence, clause, phrase and word separately.

PASSED, ADOPTED AND APPROVED this 5<sup>th</sup> day of *Sept.* 1984.

BOARD OF COUNTY COMMISSIONERS

*Manuel T. Serna*  
MANUEL T. SERNA, CHAIRMAN

DAVID D. DIAZ, MEMBER

*Angel Placencio*  
ANGEL PLACENCIO, MEMBER

ATTEST:

*Isabel Quinones*  
ISABEL QUINONES  
COUNTY CLERK

*By Mary Ann Trujillo*  
*Deputy Clerk*